

KWQC-TV
EEO PUBLIC FILE REPORT
September 23, 2015 - September 22, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Advertising Executive - WQC000051	2-7, 9-16, 19-25, 27-28, 30-45, 47-48, 50-51, 53-58, 60-68, 70	41
Digital Advertising Executive - WQC000050	2-7, 9-16, 19-25, 27-45, 47-48, 50-51, 53-58, 60-70	69
Sales Advertising Executive - WQC000052	2-7, 9-16, 19-25, 27-45, 47-58, 60-68, 70	41
Video Journalist - WQC-000053	2-7, 9-17, 19-45, 47-51, 53-58, 60-68, 70	17
Video Photographer - WQC-000054	2-7, 9-16, 18-22, 24-25, 27-45, 47-51, 53-58, 60-68, 70	18
Experienced Sales Advertising Executive-000055	2-7, 9-17, 19-25, 27-45, 47-51, 53-58, 60-68, 70	17
Ross/Technical Media Operator-WQC-000056	2-7, 9-16, 19-25, 27-51, 53-58, 60-68, 70	41
Promotions Producer-WQC000059	2-16, 19-25, 27-45, 47-51, 53-58, 60-68, 70	41
General Sales Manager-WQC-000060	2-16, 19-45, 47-58, 60-68, 70	26
Video Journalist - WQC000062	2-16, 19-25, 27-51, 53-58, 60-68, 70	41
Promotions Producer-WQC000061	2-16, 19-25, 27-51, 53-58, 60-68, 70	41
Experienced Sales Advertising Executive-000063	2-16, 19-22, 24-25, 27-45, 47-51, 53-58, 60-68, 70	36
Web Content Producer / Video Editor - 000065	2-17, 19-22, 24-25, 27-51, 53-58, 60-68, 70	41
Ross/Technical Media Operator WQC-000066	2-7, 9-16, 19-22, 24-25, 27-51, 53-58, 60-68, 70	41
Video Journalist - WQC-000067	2-7, 9-17, 19-22, 24-25, 27-51, 53-58, 60-70	41
Local Sales Manager - WQC-000068	2-7, 9-16, 19-22, 24-25, 27-58, 60-68, 70	36
Creative Services Director-WQC-000070	1-7, 9-16, 19-22, 24-25, 27-51, 53-68, 70	41
News Producer - WQC-000071	2-7, 9-16, 19-22, 24-25, 27-51, 53-58, 60-68, 70	41
Sports Reporter/Anchor - WQC000072	2-7, 9-16, 19-22, 24-25, 27-51, 53-58, 60-68, 70	41
Experienced Sales Advertising Executive-000073	2, 4-7, 9-16, 19-22, 24-25, 27-51, 53-58, 60-70	69
Weekend Anchor/Weekday Reporter - 000074	2, 4-7, 9-16, 19-22, 24-51, 53-58, 60-68, 70	26
Video Journalist - WQC000075	2, 4-7, 9-16, 19-22, 24-25, 27-51, 53-58, 60-68, 70	41

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Associate Producer - WQC000076	2, 4-7, 9-16, 19-22, 24-25, 27-51, 53-58, 60-68, 70	41

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Editor 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : jobs@602communications.com Sandra Lizik	N	0
2	AARP 3311 SW 9th St. #300 Des Moines, Iowa 50315 Phone : 515-287-1555 Email : pethompson@aarp.org Pamela Thompson	N	0
3	Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 563-241-9893 ext 27155 Email : jill.mussmann@ashford.edu Jill Mussmann	N (as of May 12, 2016)	0
4	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisaslater@augustana.edu Lisa Slater	N	0
5	Blackhawk College 6600 34th Avenue Moline, Illinois 61265 Phone : 309-796-5129 Email : storeyb@bhc.edu Bruce Storeyb	N	0
6	Bradley University 1501 W. Bradley Ave. Peoria, Illinois 61625 Phone : 309-677-2510 Email : kcdunn@bradley.edu Kimberly Dunn	N	0
7	Briar Cliff University 3303 Rebecca St. Sioux City, Iowa 51104 Phone : 712-279-5455 Email : joshua.cobbbs@briarcliff.edu Joshua Cobbs	N	0

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8	Broadcast Education Association 1771 N. Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Url : http://www.beaweb.org/wp/ Heather Birks Manual Posting	N	0
9	Broadcast Employment Services (Tvjobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listing Manual Posting	N	0
10	Brown Mackie College 2119 Kimberly Road Bettendorf, Iowa 52722 Phone : 563-344-1502 Email : jopp@brownmackie.edu Jennifer Opp-Jackson	Y	0
11	Carl Sandburg College Theatre 2400 Tom L. Wilson Blvd. Galesburg, Illinois 61401 Phone : 309-341-5287 Email : ssharp@sandburg.edu Susan Sharp	N	0
12	Central College 812 University St. Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Pat Joachim Kitzman	N	0
13	Christian Family Care Center P.O. Box 4176 Rock Island, Illinois 61204 Phone : 309-788-2273 Email : khoughton@christiancareqc.org Kris Houghton	Y	0

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14	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : dpatten@coe.edu Diana Patten	N	0
15	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
16	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3142 Email : annette.watson@drake.edu Annette Watson	N	0
17	Employee Referral	N	4
18	Former Intern	N	1
19	Grand View University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2885 Email : career counselor@grandview.edu Career Services	N	0
20	IA Dept. of Human Rights Lucas State Office Bldg. Room 424 Des Moines, Iowa 50319 Phone : 515-242-5655 Email : kim.cheeks@iowa.gov Kim Cheeks	N	0
21	IA State University Morrill Road Ames, Iowa 50011 Phone : 515-294-9957 Email : julip@iastate.edu Juli Probasco-Sowers	N	0

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22	Illinois Dept. of Employment Security 500 42nd Street, Suite 1 Rock Island, Illinois 61201 Phone : 309-794-3619 Email : jane.verplaetse@illinois.gov Jane E. Verplaetse	N	0
23	Illinois Dept. of Employment Security 410 Elm Street Peoria, Illinois 61605 Phone : 309-671-4976 Email : Tory.Davis@illinois.gov Tory Davis	N	0
24	Illinois State 100 N. University St. Normal, Illinois 61761 Phone : 309-438-7780 Email : Rcarro3@ilstu.edu Bob Carroll	N	0
25	Indiana University School of Journalism Ernie Pyle Hall 200 Bloomington, Illinois 47405 Phone : 812-855-9247 Email : mdebnam@indiana.edu Marcia Debnam	N	0
26	Internal Candidate	N	3
27	Iowa Broadcasters Assn. P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : sue@iowabroadcasters.com Sue Toma	N	0
28	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Email : kavanaugh@iowacentral.edu Jessica Kavanaugh	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Iowa Wesleyan College 601 N. Main Street Mt. Pleasant, Iowa 52641 Phone : 319-385-8021 Email : erin.mafra@iw.edu Erin Mafra	N	0
30	Iowa Workforce Development 326 W. 4th Street #910 Davenport, Iowa 52803 Phone : 563-445-3200 X43310 Email : douglas.rempfer@iwd.iowa.gov Douglas Rempfer	N	0
31	Kaplan University 1801 E. Kimberly Rd. Davenport, Iowa 52807 Phone : 563-355-3500 Email : sford2@kaplan.edu Stephanie Ford	N	0
32	Kaplan University 3165 Edgewood Parkway Cedar Rapids, Iowa 52404 Phone : 319-363-0481 Email : tbaumgartner@kaplan.edu Tom Baumgartner	N	0
33	Kaplan University 7009 Nordic Dr. Cedar Falls, Iowa 50613 Phone : 319-277-0220 Email : kristin.cahill@kaplan.edu Kristin Cahill	N	0
34	KDPS-FM Central Campus 1800 Grand Des Moines, Iowa 50309 Phone : 515-242-7723 Email : kirk.johnson@dmschools.org Kirk Johnson	N	0
35	KRON4 1001 Van Ness Avenue San Francisco, California 94109 Phone : 415-441-4444 Email : wright@kron4.com May Wright	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	KWQC-TV6 (internal) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7132 Joydene Koresko Manual Posting	N	3
37	KWQC-TV6 (website) 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7160 Jeff Whitten Manual Posting	N	0
38	Loras College 1450 Alta Vista St. Dubuque, Iowa 52001 Phone : 563-588-7385 Email : craig.schaefer@loras.edu Craig Schaefer	N	0
39	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Lynn Ingvalson	N	0
40	Mayborn School of Journalism-University of North Texas W. Mulberry Street Denton, Texas 76201 Phone : 940-565-2205 Email : michelle.redmond@unt.edu Michelle Redmond	N	0
41	Media General, Inc. 1732 Valley View Drive Birmingham, Alabama 35209 Phone : 205-488-4135 Susan Ellenburg Manual Posting	N	29
42	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Rich Everitt	N	0

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43	Mid-States Technical 5000 Tremont Avenue #100d Davenport, Iowa 52807 Phone : 877-606-8765 Email : tom.moriarity@mstjob.com Tom Moriarity	Y	0
44	Monmouth College 700 E. Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monm.edu Jake McLean	N	0
45	NIU 1425 W. Lincoln Hwy. DeKalb, Illinois 60115 Phone : 815-753-8886 Email : amay@niu.edu Allen May	Y	0
46	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1212 Email : career@nwmissouri.edu Stacey Stokes	N	0
47	Northwestern University 630 Lincoln Street Evanston, Illinois 60208 Phone : 847-467-5718 Email : genevieve.harclerode@northwestern.edu Geni Harclerode	N	0
48	Quad Cities Jobs 401 East 8th Street #220 Sioux Falls, South Dakota 57103 Phone : 605-335-0350 Url : http://quadcitiesjobs.com/login Scott Peterson Manual Posting	N	0
49	Robert Young Center, CSP 2200 3rd Avenue Rock Island, Illinois 61201 Phone : 309-779-2429 Email : Darcey.Sebolt@unitypoint.org Darcey Sebolt	N	0

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50	S.I.U. 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Email : mpurdy@siu.edu Matt Purdy	N	0
51	Scott Community College 500 Belmont Road Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
52	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	0
53	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6342 Email : mattesonkimberly@sau.edu Kimberly Mattson	N	0
54	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : kerresjohnnab@sau.edu Johanna Kerres	N	0
55	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-370-6665 Email : prestonann@sau.edu Ann Preston	N	0
56	St. Ambrose University 518 W. Locust St. Davenport, Iowa 52803 Phone : 563-333-6000 Email : schneiderdonald@sau.edu Donald L. Schneider	N	0

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57	St. Cloud State University 720 4th Avenue S. St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Mark Mills	N	0
58	Truman State University 100 E. Normal St. Kirksville, Missouri 63501 Phone : 660-785-4000 Email : pollym@truman.edu Polly Matteson	N	0
59	TVNewsCheck 24 W. Lancaster Avenue Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
60	U of I (School of Journalism & Mass Comm) 100 Adler Journalism Building Iowa City, Iowa 52442 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
61	University of Dubuque 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3000 Email : abaus@dbq.edu Amy Baus	N	0
62	University of Illinois 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-1508 Email : jrhogue@illinois.edu Jessica Hogue	N	0
63	Vincennes University 1002 North First St. Vincennes, Indiana 47591 Phone : 812-888-4280 Email : rcoleman@vinu.edu Richard Coleman	N	0

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64	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8438 Email : cliff.brockman@wartburg.edu Cliff Brockman	N	0
65	Western IL University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-1838 Email : careers@wiu.edu Career Advisor	N	0
66	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1045 Email : careerservices@wmpenn.edu Marsha Riordan	N	0
67	WKRN 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7343 Email : lsnyder@wkrn.com Lewis Snyder	N	0
68	WLNS 2820 East Saginaw Lansing, Michigan 48912 Phone : 804-330-9726 Email : csullivan@wlns.com Cindy Sullivan	N	0
69	Word of Mouth Referral	N	4
70	WRIC 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-9726 Email : bkump@wric.com Brenda Kump	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/16/2015	Participation in events or programs sponsored by educational institutions	A junior from Pleasant Valley High School, Bettendorf, IA - job shadowed Marcia Lense, News Anchor for 2 hours. The student took a tour of the station, then sat through and watched the Noon newscast. Marcia explained to her what was going on during commercial breaks and then answered questions during and after the newscast. She talked about her education and how she chose her career in broadcasting and all of her duties. Marcia also suggested areas of study and the needed strengths in order to succeed.	1	News Anchor
2	12/7/2015	Participation in events or programs sponsored by educational institutions	A sophomore from Augustana College, Rock Island, IL., job shadowed Marcia Lense, News Anchor for 2 hours. The student took a tour of the station, then sat through and watched the Noon newscast. Marcia explained to him what was going on during commercial breaks and then answered questions during and after the newscast. Also discussed her work with our website and social media. She talked about her education and how she chose her career in broadcasting and all of her duties. He also inquired about possible internship opportunities.	1	News Anchor
3	1/23/2016	Participation in events or programs sponsored by educational institutions	A 9th grade student from Bettendorf High School job shadowed Katie Donovan - KWQC Meteorologist for 2 hours. Time was spent learning weather forecasting and Katie talked about school and classes she took that were required for forecasting weather.	1	Meteorologist
4	1/27/2016	Participation in Job Fairs	Rich Kurz, News Director, attended the 2016 Northwestern University Career and Internship Fair on 1/27/16. Several news directors from other Media General stations attended plus the Regional HR Business Partner and Digital Recruiter from corporate attended.	1	News Director

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5	1/30/2016	Participation in events sponsored by community groups	Kevin Phelps - Meteorologist made a public appearance on 1/30/16 at a Media Workshop at National Weather Service for 4 hours. 15 attended ages 30-50 and the Cameron, MO tornado case study and radar upgrades were the topics covered. Discussion was on case studies and El Nino/La Nina impacts locally on severe storms and also talked about education to become a meteorologist.	1	Meteorologist
6	3/14/2016	Participation in other activities designed by the station employment unit	Station News Director attended Mizzou Campus to recruit for current job openings in the News Dept. Visit consisted of meeting and interviewing students who may be interested in job opportunities at our station.	1	News Director
7	3/22/2016	Participation in Job Fairs	Job Fair held at St. Ambrose College, Davenport, IA was held on 3/22/16 and was attended by Rich Kurz, News Director, and Joydene Koresko, Administrative Assistant. Many attended and many were interested in internships in the News Dept. along with interest in current job openings for those graduating or those who were alumni and also attended the job fair. Students from St. Ambrose College and Augustana College, Rock Island, IL attended.	2	News Director Administrative Asst.
8	3/30/2016	Co Sponsoring Job Fair	KWQC and Dispatch/Argus Newspaper along with Black Hawk College co-sponsored a job fair for Black Hawk Community College students and the general public and was held at Black Hawk College.	2	News Director Administrative Assistant
9	3/30/2016	Participation in events or programs sponsored by educational institutions	Rich Kurz, KWQC News Director, and Jenn Janda, Executive Director, participated in Speed Networking with students at the University of Iowa School of Journalism & Mass Communication on 3-30-16 from 4:30-6:30PM.	2	News Director Executive Director

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10	4/7/2016	Participation in events or programs sponsored by educational institutions	Ashley Davis, Video Journalist, made a public appearance at Wartburg College in Iowa. She spoke to approx. 50 students ages 20-22 about the education needed to get a job in the field of journalism. Also talked about her classes she took to get her degree.	1	Video Journalist
11	4/10/2016	Participation in events sponsored by community groups	Katie Donovan, Meteorologist, conducted a station tour for a family of 5 kids ages 11-15 and one parent. Topics covered during the tour were weather and news. Katie also explained her education history and possible career paths. One of the children in the group was an aspiring meteorologist.	1	Meteorologist
12	4/29/2016	Provision of training to management	Sue O'Malley, Business Manager, attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's EEO rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Manager
13	5/26/2016	Participation in events or programs sponsored by educational institutions	A student from Arizona State University job shadowed Beth Tunis, KWQC News Producer, for 4 hours learning the daily news process and news producing. She saw how a newscast is put together and the writing style for broadcast news and what goes on behind the scenes during a newscast.	1	News Producer
14	6/5/2016	Participation in events sponsored by community groups	Katie Donovan, Meteorologist, conducted a station tour for a small family - one high school senior, one 5 year old and one adult. Topics covered were weather and news. The high school senior was an aspiring meteorology major and Katie talked to him about education and career paths.	1	Meteorologist

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15	6/10/2016	Participation in scholarship programs	KWQC awarded our 7th annual Broadcast Scholarship to (2) students each for \$1000. The scholarship was open to all area high school seniors planning to major in broadcast journalism. KWQC administers this scholarship program in cooperation with the high schools and KWQC has meaningful involvement in the program. Winners were a graduating Senior from Rockridge High School, Edgington, IL and graduating Senior from United High School, Monmouth, IL.	3	Administrative Assistant VP/General Manager News Director
16	8/10/2016	Establishment of an intern program designed to assist members of the community	KWQC had (7) Interns from colleges from Sept. 23, 2015 - Sept. 30, 2016. Colleges the interns attended and the credits earned are: (3) students from Augustana College, Rock Island, IL - 3 course credits earned for working with the News Photographers, and the News team learning all aspects of the News, (1) student from St. Ambrose's College, Davenport, IA - 3 course credits earned for working in News Dept - learning all aspects of News, (1) student from University of Iowa 3 course credits earned fro working in News Dept., (1) student from University of Oklahoma, Oklahoma City, OK - 3 course credits earned for working in News Dept - learning all aspects of News, - and (1) student from University of Nebraska in Lincoln, NE. - 1 course credit hour for interning in News learning all aspects of News.	3	Asst. News Director Executive News Producer News Producer Chief News Photographer
17	9/22/2016	Participation in Job Fairs	KWQC had a booth at the Augustana College & St. Ambrose University Profair held at Augustana College, Rock Island, IL on Thursday, Sept. 22nd from 11A-3PM. Students and alumni attended the job fair in search of possible employment and/or internships. The Fair was attended by Joydene Koresko, Admin. Asst., and Rich Kurz, News Director.	2	News Director Admin. Assistant